



CUPE 38 Connection brings you the latest updates, collaborative events, and resources to strengthen our community.

Holiday Edition



Join the Next Meeting



Date: Tuesday, December 17, 2024 at 7:00 pm
Location: CUPE Local 38 Hall, 1439 – 9 Ave SE
Agenda: Regular Business
RSVP: office@cupe38.org or call: 403-233-2700

To attend the regular meeting, you must be a card-carrying member. Cards can be obtained at the door on the night of the meeting.

[Add to Google Calendar](#)
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Upon adjournment of the meeting, there will be a holiday social. Come share in holiday cheer with your fellow unionists and enjoy refreshments, snacks, and door prizes.

The Year in Review



As 2024 comes to a close and we prepare for the Christmas holidays, I want to take the time to reflect on this past year.

Obviously, the biggest story of 2024 was the current round of bargaining. Although we started the bargaining process with the City in late 2023, we didn't conclude until six months into 2024. As we know, the City presented a wholly inferior offer to our members and then attempted to pit the union locals against each other. I am proud to say that our collective membership did not take the bait, remaining strong and committed to supporting their Bargaining Team. It took a successful strike vote and the threat of job action to compel the City to a reasonable offer.

Our Work From Home language is improved, we made gains in premiums such as stand-by pay, increased vacation banks and introduced a new overtime bank, and we were successful in a wage settlement that is one of the strongest municipal settlements in Alberta. In fact, other areas of the public sector, such as education, are fighting back against provincial offers that are substantively less than our deal.

But this is a collective achievement. The broad support of our membership enabled your Bargaining Team to negotiate an improved agreement. And on December 30th, we will see another wage increase of 3.25%.

However, 2024 also saw significant staff changes at the Local 38 office. In May, we said goodbye to Sister Karen Riddell, our Office Manager. Sister Karen announced her retirement early in 2024 and provided several months' notice to ensure a solid transition in her role. Prior to transitioning into the Office Manager role in 2015, Sister Karen was Vice-President of Local 38. She served our members over the years as an activist at every level of our Union. We wish her all the best as she settles into her new life and relocates to Vancouver Island!

I would also like to express my deep gratitude to Sister Sasha Wallis. Sister Sasha served as the Local 38 Business Agent since 2016 and made the decision to move into the Officer Manager role for the Union. Sister Sasha's broad knowledge of Local 38's operations, of our membership, and of the labour movement brings a strength and stability to the role of Office Manager. Sister Sasha has spent the last eight years representing our members in front of the employer, as well as a voice for our members throughout our union and the labour movement.

In April, CUPE 38 welcomed Sister Cherise Stock to the union office as the full-time Business Agent. Cherise worked in the Customer Service and Communications Business Unit at the City since 2014. She has been active in Local 38 as a delegate, shop steward, Executive member, and most recently as the Vice President for the Local. Cherise brings an excitement and energy to her new role.

We have also seen changes in the role of National Representative. As an employee of our National Office, Brother Graham Mahy made the decision to retire from CUPE. After engaging in a search for a replacement, we welcomed Sister Natasha Lisun to CUPE 38 as our new National Representative. Sister Natasha was formerly the President of CUPE Local 8, the largest senior care local in Alberta. Local 8 represents over 2,000 members across 21 different employer sites. Sister Natasha comes to Local 38 with significant experience in workplace investigations, grievance handling, and negotiations.

On a broader level, we have seen some challenging times in Alberta. The recent announcement by the Provincial Government to fire the Alberta Investment Management Corporation (AIMCo) Board of Directors and CEO came as a surprise to everyone. AIMCo is the Crown Corporation, owned by the Provincial Government, that manages the investments of the Heritage Trust Fund, government funds, and all public pension plans, including LAPP. AIMCo has assets under management totalling over \$160 billion --- the vast majority of which are pension assets.

The news shook the pension industry across Canada, with criticisms from commentators across the political spectrum. Opinion pieces published in the Globe and Mail, National Post, Financial Post, and BNN Bloomberg, among others, have called into question the need for and method of wholesale firing of a Board of such a critical organization. CUPE 38 is actively working with other provincial and municipal unions to monitor these breaking events and to develop collaborative action to ensure the safety and security of our pension funds.

We look forward to 2025 and new opportunities. 2025 brings a municipal election and the possibility of a new Council; we will continue to build our engagement with all our members, and we look forward to working with our Civic Union partners and unions across the province to ensure the integrity of our pension plan.

In solidarity,
 D'Arcy Lanovaz
 President, CUPE Local 38

Children's Christmas Party: Summary And Highlights



Our annual Christmas Party was a huge success, and we're thrilled to share some highlights!

Attendee Turnout: This year, we welcomed 723 attendees--thank you to everyone who joined us to celebrate the season!

Event Highlights: Guests enjoyed a magical day filled with:

- Gifts
- Face painters and balloon artists
- Treat bags filled with goodies
- Photos with Santa Claus to capture the festive memories

We extend our deepest gratitude to our incredible volunteers. Your hard work and dedication made this event unforgettable for everyone involved. We're already looking forward to next year's celebration!

Happy Holidays From CUPE Local 38: Celebrating Cultural Diversity In Winter Traditions



December is a season of light, reflection, and connection. Across Canada, people observe a variety of holidays, including Hanukkah, Christmas, Kwanzaa, and Solstice, among others, each bringing its own rich traditions and stories. These celebrations, while diverse in practice and meaning, often share common themes: hope, community, gratitude, and renewal.

As one of the world's most multicultural nations, Canada is uniquely positioned to embrace and honour these diverse traditions. Learning about the celebrations of others not only deepens our understanding of the people around us but also fosters empathy, respect, and inclusivity. Whether it's participating in a community event, asking a friend about their holiday traditions, or exploring the significance of a celebration you're unfamiliar with, small actions can bridge divides and strengthen our connections.

This holiday season, and as we approach the end of 2024, let's celebrate the diversity that enriches our communities and workplaces.



By embracing the many ways people come together during this time of year, we create a culture of belonging, one where every tradition is valued and every person feels respected.

We wish you and your families a joyful and peaceful holiday season filled with warmth, happiness, and good health. Together, we continue to build a stronger, more supportive community--one that reflects the values of solidarity and care that make CUPE Local 38 so special.

Union Member Discounts



Union Savings - Canada's only not-for-profit, union-run, members' benefit program - is now available to all CUPE Local 38 members!

With more than 190 participating unions and almost three million individual members, Union Savings leverages its strength in numbers to negotiate savings and discounts exclusive to Canadian union members and their families. Members have instant access to great deals like travel, electronics, wellness, and more.

Taking part is easy! Simply [register for a new account](#) on the Union Savings' website and select "CUPE" as your union, "Alberta" as your province, and "38" as your local! After signing up, you'll have access to all discounts immediately and dedicated online and phone support through Union Savings.

For ALL questions regarding any services or discounts, please access the Union Savings [contact page](#).

Holiday Hours

The CUPE Local 38 Union Office will be closed from December 24, 2024, at noon to January 1, 2025, inclusive. Regular business hours will commence on January 2, 2025.

Key Dates



Christmas Day - December 25, 2024
 New Year's Day - January 1, 2025

Save The Date



January Meeting Date, Our First Meeting of 2025: Tuesday, January 28, 2025
[Add to Google Calendar](#)
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February Meeting Date: Tuesday, February 25, 2025
[Add to Google Calendar](#)
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Sincerely,

Your Executive Team

